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Women's work in the FOREST SERVICE

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U. S. DEPARTMENT OF AGRICULTURE FOREST SERVICE

CAREER OPPORTUNITIES—

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1. *Because* appointment and advancement depend on ability—all qualified applicants receive consideration for appointment without regard to sex, race, religion, color, national origin, politics, or any other nonmerit factor. These same principles for equal employment opportunity apply to job advancement following appointment.

2. *Because* skilled women are given a chance to prove themselves—women have the chance to work in nearly every occupation open to men in the Forest Service. Actually more women are hired to fill certain jobs since they usually have superior skills and aptitudes for specific types of work.

3. *Because* the Forest Service presents many possibilities for career advancement—the U.S. Department of Agriculture is one of the larger employers in the United States. Its work utilizes hundreds of diversified skills. The large number of jobs and the opportunity to transfer from one agency to another assure maximum opportunity for advancement. The Forest Service is only one of about 15 agencies in the U.S. Department of Agriculture.

4. *Because* the Government is a good employer—Federal career workers receive excellent fringe benefits, sick leave, life insurance, health insurance, retirement benefits, and opportunities for career advancement through training.

5. *Because* you will work with stimulating people. As a Forest Service employee you will be a part of the many achievements of this country and be associated with men and women as stimulating as the jobs.

6. *Because* the Federal merit system permits you to enjoy both a career and home life. After 3 years of satisfactory service, a "career status" is established. Should a woman find it necessary then to leave her job for her home, her career status may qualify her for return to Federal employment without competing in another examination.

new gains in sight . . .

President John F. Kennedy by Executive Order 10908 established the President's Commission on the Status of Women on December 14, 1961. He assigned the Commission the task of developing recommendations to assure nondiscriminatory employment on the basis of sex, and to enhance employment opportunities for women in the Government and in private industries. The Commission was also asked for recommendations which would permit women to continue their roles as wives and mothers while making a maximum contribution away from their homes.

The Civil Service Commission worked closely with the President's Commission on the Status of Women to identify employment practices that deter women in their attempts to obtain Federal appointments and to advance on the basis of merit alone. Acting under new authority in 1962 the Civil Service Commission terminated the traditional practice of barring women from consideration for many positions. New rules direct that no training opportunity or position shall be denied any person on the basis of sex, except in those most unusual situations found justifiable by the Commission. A person's experience, skills, and physical standards are recognized as the only valid criteria in the determination of a person's fitness for appointment and advancement.

Both Commissions have had common goals: to provide equality of opportunity for appointment and advancement, and to identify inequitable and discriminatory practices in employment.

The President's Commission made its full report to the President in October 1963 with the statement that the Federal Government could be a shining example for equal employment opportunity without discrimination and noted that action on its recommendations had materialized so rapidly that the report had actually become "an account of progress made."

Soon after the President's Commission on the Status of Women submitted its report, the President established an Interdepartmental Committee on the Status of Women and a Citizens' Advisory Council on the Status of Women to assure the full participation of women in American life. The Committee will transmit annually to the President a consolidated report on the activities of the two groups.

President Lyndon B. Johnson has made it clear that he is determined to enlist women in his administration. He has said, "I am insisting that women play a larger role in this Government's plans and programs." He also said, "It will be a continuing aim, not because it is political, but because it is sound." With this long-range goal for increased female participation, the Federal Government is now engaged in an intensive talent search for womanpower. Women are urged to make their qualifications known so that they may be considered for Government positions of all categories.

With the distinguished work of the President's Commission and the active leadership in the Executive Branch, outdated practices which heretofore prevented women from realizing their full potential are gradually disappearing. Above all, the women themselves are proving, by their day-to-day achievements, that equal ability should be rewarded by equal opportunity to succeed, because it is sound practice.

The forest service and its work . . .

The Forest Service, oldest of the Government conservation agencies, began as an integral part of the Department of Agriculture in 1876 with the appointment of a special forestry agent. By 1881 there existed a Division of Forestry which grew to a total of 12 persons by July 1, 1898, when Gifford Pinchot became its head. In 1905 the new Bureau of Forestry became custodian of 56 million acres of "forest reserves" in the West, and the bureau was renamed the Forest Service. The forest reserves were renamed National Forests soon thereafter.

Gifford Pinchot, a famous conservationist and the first Chief of the Forest Service, was a man of high ideals and tremendous drive. He strove incessantly and determinedly to introduce new and improved methods into Forest Service work. Mr. Pinchot imbued the whole organization with a pioneering spirit and an enthusiasm for progress, which to this day are active and cherished traditions. With a much larger organization and greater responsibilities, the Service is ever alert for new and improved ways to accomplish its work.

The Forest Service now employs over 20,000 men and women in permanent full-time positions, and more than 20,000 additional people in temporary seasonal activities. It has evolved from passive custodian to active manager of one-twelfth of the land area of the United States; has developed extensive cooperative work with States, private forestland owners, and forest product processors; and carries on an extensive forestry research program.

This widespread organization requires a wide delegation of management authority and responsibility. The future demands still more change, more progress, and additional improvement. This will tax the ingenuity of men and women alike, and will require the employment of more individuals, particularly women.

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The majority of Forest Service positions open to women are support staff jobs in the clerical field. These include administrative assistants, purchasing agents, personnel management technicians, accounting technicians, secretaries, stenographers, typists, clerks, office machine operators, and technical aids in the physical or biological sciences. Clerk-typist and stenographer positions are open to women with a high school or business school education.

Many women begin their Forest Service careers in clerical and stenographic positions, but continue their education after hours and thereby progress to more responsible, specialized positions. For the support staff positions, passing a written test is required.

A large number of professional positions in the administrative and scientific fields are open to women. Administrative opportunities include specialization in financial management, statistical analysis, administrative management, personnel management, computer programing, and writing and editing.

F-513408

Scientists perform both basic and applied research in such fields as forest products utilization, fire control, forest management, watershed management, wildlife management, forest disease, forest insects, genetics, and forest economics.

Further opportunities are found in the important fields of forest recreation, range conservation, landscape architecture, and engineering.

Occupational titles include plant physiologist, physicist, chemist, botanist, biophysicist, plant geneticist, biochemist, sociologist, psychologist, mathematician, entomologist, computer programer, plant pathologist, wildlife biologist, economist, systems analyst, and forest products technologist.

Gateway to many positions is the Federal Service Entrance Examination. Open to college seniors and graduates regardless of major field of study, as well as to persons with experience comparable to college graduation, the Federal Service Entrance Examination is a written test used to fill trainee-level positions in all but a few highly technical occupations.

Appointments to the latter positions are usually made from separate examinations covering specific disciplines. Instead of a written test, these examinations consist of the evaluation of experience and training described in the application. Additional information may be obtained by the Civil Service Commission to aid in the evaluation.

The names of individuals who pass a Civil Service examination are placed in order of numerical score on a register of eligibles for the particular discipline. An eligible's chances of getting a job is dependent upon his or her standing on this list and on the number of available vacancies among the various agencies.

Information about Federal Civil Service Examinations may be obtained from the U.S. Civil Service Commission, Washington, D.C. 20415, or from any of the Interagency Boards of Civil Service Examiners located throughout the United States.

the way to a career in the forest service . . .

About 25 percent of all full-time positions in the Forest Service are filled by women, and only one-tenth of these are located in Washington, D.C. The other nine-tenths are found in towns and cities all over the country—so it is quite probable that a woman may find employment in a Forest Service office near her home.

For additional general information regarding the Forest Service, write to the Regional Office or Forest Experiment Station having jurisdiction in the area in which employment is desired. See map on back cover. Headquarters addresses follow:

U.S. Forest Service
Northern Region
Federal Building
Missoula, Mont. 59801

U.S. Forest Service
Rocky Mountain Region
Federal Center
Building 85
Denver, Colo. 80225

U.S. Forest Service
Southwestern Region
517 Gold Avenue SW.
Albuquerque, N. Mex. 87101

U.S. Forest Service
Intermountain Region
324 25th Street
Ogden, Utah 84401

U.S. Forest Service
California Region
630 Sansome Street
San Francisco, Calif. 94111

U.S. Forest Service
Pacific Northwest Region
319 SW. Pine Street
P.O. Box 3623
Portland, Oreg. 97208

U.S. Forest Service
Southern Region
50 Seventh Street NE.
Atlanta, Ga. 30323

U.S. Forest Service
Eastern Region
633 West Wisconsin Ave.
Milwaukee, Wis. 53203

U.S. Forest Service
Alaska Region
Federal Office Building
P.O. Box 1628
Juneau, Alaska 99801

Intermountain Forest Experiment Station
507 25th Street
Ogden, Utah 84401

North Central Forest Experiment Station
Folwell Avenue
St. Paul, Minn. 55101

Northeastern Forest Experiment Station
6816 Market Street
Upper Darby, Pa. 19082

Institute of Northern Forestry
709 Ninth Street
Juneau, Alaska 99801

Pacific Northwest Forest Experiment Station
809 NE. Sixth Avenue
Portland, Oreg. 97212

Pacific Southwest Forest Experiment Station
1960 Addison Street
Berkeley, Calif. 94701

Rocky Mountain Forest Experiment Station
240 West Prospect Street
Fort Collins, Colo. 80521

Southeastern Forest Experiment Station
Post Office Building
Asheville, N.C. 28802

Southern Forest Experiment Station
Federal Building
701 Loyola Avenue
New Orleans, La. 70113

Forest Products Laboratory
North Walnut Street
Madison, Wis. 53705

Institute of Tropical Forestry
P.O. Box 577
Rio Piedras, Puerto Rico 00928

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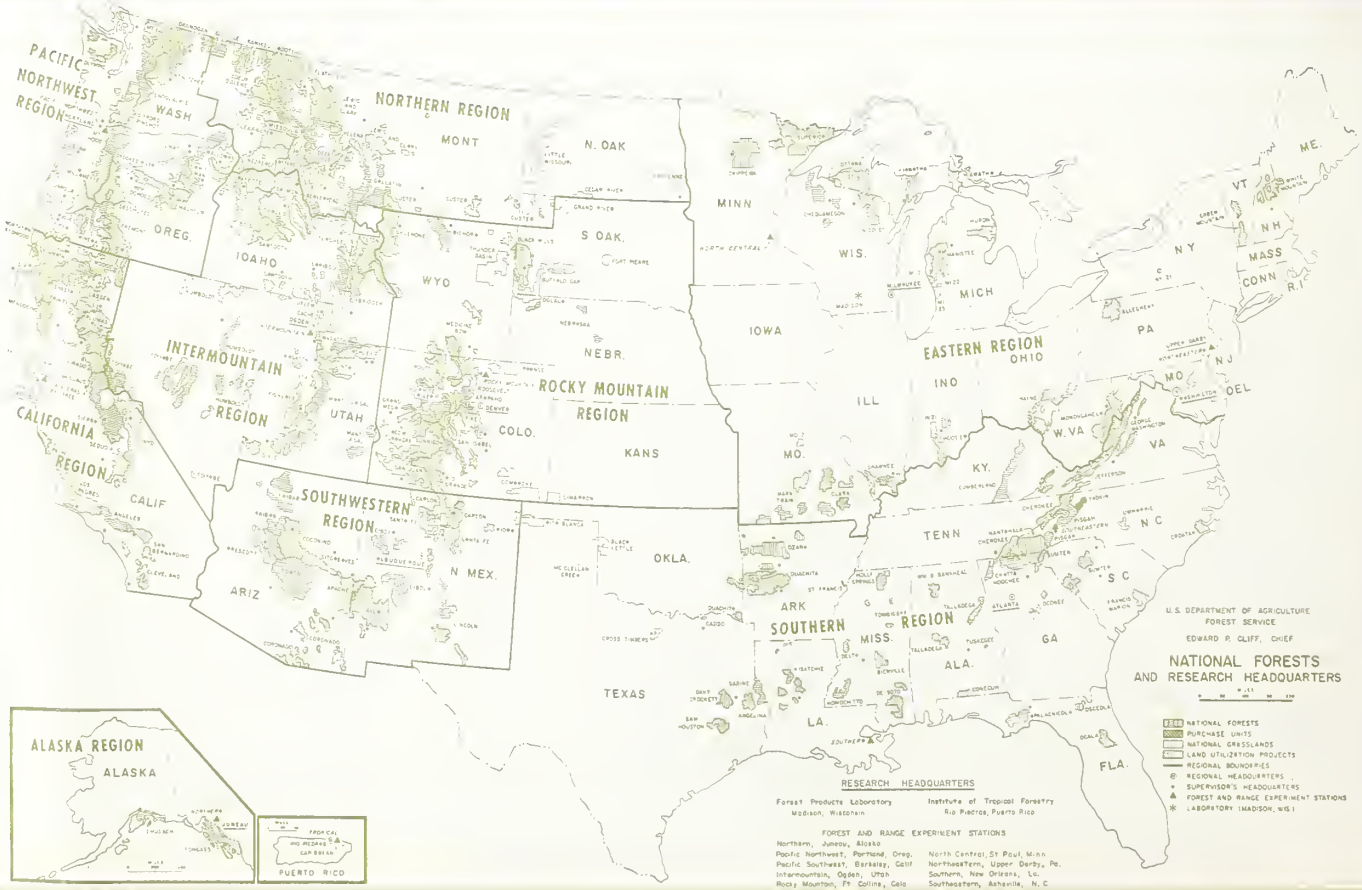
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SUPERVISOR'S HEADQUARTERS
FOREST AND RANGE EXPERIMENT STATIONS
LABORATORY (MADISON, WIS.)
RESEARCH HEADQUARTERS
Forest Products Laboratory
Madison, Wisconsin
Institute of Tropical Forestry
Rio Piedras, Puerto Rico
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Intermountain, Ogden, Utah
Rocky Mountain, Ft. Collins, Colo.
North Central, St. Paul, Minn.
Northeastern, Upper Darby, Pa.
Southern, New Orleans, La.
Southeastern, Asheville, N. C.
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NORTHERN REGION
INTERMOUNTAIN REGION
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CALIFORNIA REGION
SOUTHWESTERN REGION
EASTERN REGION
SOUTHERN REGION
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